**Welcome to the 2021 Mission-Support Customer Satisfaction Survey!**

The objective of this survey is to gather customer feedback on your organization’s mission-support services. We greatly appreciate your time and insight. There is no substitute for direct customer feedback. If you have any questions or concerns, please email MissionSupportCSS@research.gsa.gov.

**Survey Roadmap**

First, you will be asked to answer a brief set of demographic questions. Next, you will rate your overall interactions with certain mission-support functions. Then, you will rate your interactions with service areas within those functions. In the final section you will answer additional demographic questions.

Rest assured that your responses are completely confidential and will be shared only in an aggregate format.

Your responses should reflect your satisfaction with the services provided, whether they are provided by staff members within your organization or by a centralized function within your agency.

**Demographics 1**

**Select your Agency and Organization**

Agency:

Organization:

Sub-Organization:

▼ Department of Agriculture ... U.S. Agency for International Development ~ Other ~ Other

**Please indicate your official supervisory status, as per your position description.**

Please note: for the purposes for this survey, a supervisor is defined as someone who officially supervises one or more employees and conducts their official performance reviews, with a grade equivalent of GS-13 or above.

o I am a supervisor

o I am not a supervisor

**Select your Grade Level or Grade Level Equivalent.**

▼ GS-13 ... Other

**Start of Non - Supervisory Survey**

**Information Technology (IT) Function**

Definition: The IT function is responsible for implementing strategies that improve the efficiency, reliability, and performance of agency IT systems and business processes in alignment with agency strategic goals.

Service area activities, which must adhere to government-wide guidelines, include: Providing IT support and services Communication and collaboration tools Hardware and software maintenance Establishing policies and procedures to govern the use of IT at an agency Ensuring security and integrity of the agency's IT systems, data, and records management

How frequently have you interacted with the *IT* function during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of the *IT* function in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of support and solutions I received. | o | o | o | o | o | o | o |

**IT Management Service Area Questions (Non-Supervisory)**

**IT Service Area #1: *IT Support* Definition: IT Support diagnoses and responds to end-user device and software support needs over the phone, in-person, or online. This includes resolving issues with accessing or using the features and functionality of your organization’s IT hardware, software, and applications. Services also include IT Help Desk (managing and resolving tickets); support for employee on-boarding, departure, and re-assignments; and responsiveness to feedback, deskside support, and equipment repair.**

**How frequently have you interacted with *IT Support* services during the last 12 months?**

**o None**

**o Occasionally**

**o Regularly**

**Please select the answer choice that best reflects your opinion of *IT Support* services in the last 12 months.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Strongly disagree** | **Disagree** | **Somewhat disagree** | **Neither agree nor disagree** | **Somewhat agree** | **Agree** | **Strongly agree** |
| **I am satisfied with the quality of IT Support services.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |
| **IT Support services are important for helping me accomplish my job responsibilities and objectives.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |

**IT Service Area #2: *IT Communications and Collaboration***

**Definition: IT Communications and Collaboration provides users the ability to access, store, edit, deliver, and receive information. This includes email, calendars, video conferencing, instant messaging, desktop sharing, online communities, secure file transfers, knowledge management, and productivity/office suite.**

**How frequently have you interacted with *IT Communications and Collaboration* services during the last 12 months?**

**o None**

**o Occasionally**

**o Regularly**

**Please select the answer choice that best reflects your opinion of *IT Communications and Collaboration* services in the last 12 months.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Strongly disagree** | **Disagree** | **Somewhat disagree** | **Neither agree nor disagree** | **Somewhat agree** | **Agree** | **Strongly agree** |
| **I am satisfied with the quality of IT Communications and Collaboration services.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |
| **IT Communications and Collaboration services are important for helping me accomplish my job responsibilities and objectives.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |

**IT Service Area #3: *IT Equipment***

**Definition: IT Equipment includes hardware and operating systems, such as desktops, laptops, mobile phones, printers, scanners, and network printers.**

**How frequently have you interacted with *IT Equipment* services during the last 12 months?**

**o None**

**o Occasionally**

**o Regularly**

**Please select the answer choice that best reflects your opinion of *IT Equipment* services in the last 12 months.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Strongly disagree** | **Disagree** | **Somewhat disagree** | **Neither agree nor disagree** | **Somewhat agree** | **Agree** | **Strongly agree** |
| **I am satisfied with the quality of IT Equipment services.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |
| **IT Equipment services are important for helping me accomplish my job responsibilities and objectives.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |

**Demographics 2 (Non-Supervisory)**

**Select your Occupational Category**

**o Program/Mission Delivery**

**o Mission-Support Function: Acquisition**

**o Mission-Support Function: Financial Management**

**o Mission-Support Function: Human Capital**

**o Mission-Support Function: Information Technology**

**o Mission-Support Function: Real Property**

**o Mission-Support Function: Other**

**Where do you work?**

**o Headquarters**

**o Other**

**Q155 Please enter your Agency Worksite Zip Code**   
   
    
**Note**: Agency worksite is defined as the regular worksite for your position of record; the physical address or place where you would work if not teleworking.

**How many years have you worked for the Federal Government?**

**▼ <1 ... 60+**

**How many years have you worked for your current Agency?**

**▼ <1 ... 60+**

**On average, how many days per month do you telework?**

**▼ 0 ... 31**

**What is the highest degree or level of education you have completed?**

**o Less than High School**

**o High School Diploma, GED, or Equivalent**

**o Trade/Technical Certificate**

**o Some College (no degree)**

**o Associate's Degree**

**o Bachelor's Degree**

**o Master's Degree**

**o Doctoral/Professional Degree**

**Please select your age.**

**▼ 16 ... 100**

**Are you considering leaving your organization within the next year?**

**o No**

**o Yes - to retire**

**o Yes - to take another job**

**o Yes - for personal reasons (shorter commute, family responsibilities, health, further education, spouse relocation etc.)**

**You have reached the end of the survey. Please click "Submit" to record your response**

**END OF NON - SUPERVISORY SURVEY**

**Start of Supervisory Survey**

**Questions on Functions**

**Contracting Function**

**Definition: The Contracting function develops and implements plans for procurement of supplies and services. Contracting begins at the point when agency needs are established and includes the description of requirements to satisfy agency needs, solicitation and selection of sources (pre-award activities), award of contracts, contract financing, contract performance, contract administration, and technical and management functions directly related to the process of fulfilling agency needs by contract. For this survey, the Contracting function also includes purchase card management activities.**

**How frequently have you interacted with the *Contracting* function during the last 12 months?**

**o None**

**o Occasionally**

**o Regularly**

**Please select the answer choice that best reflects your opinion of the *Contracting* function within the last 12 months.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Strongly disagree** | **Disagree** | **Somewhat disagree** | **Neither agree nor disagree** | **Somewhat agree** | **Agree** | **Strongly agree** |
| **I am satisfied with the quality of support and solutions I received.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |
| **The Contracting function serves as a strategic partner, providing decision support and helping me with activities such as planning and resource allocation.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |

**Financial Management Function**

**Definition: The Financial Management function is responsible for providing operational and maintenance services related to agency strategic planning, policies, procedures, controls, federal cash management, and risk management.**

**Service area activities, which must comply with federal financial management regulations and statutes, include: Managing the agency-wide budget Financial accounting and reporting Intragovernmental and commercial bill payments and collections Audit support Risk and internal controls Performance management Asset management**

**How frequently have you interacted with the *Financial Management* function during the last 12 months?**

**o None**

**o Occasionally**

**o Regularly**

**Please select the answer choice that best reflects your opinion of the *Financial Management* function within the last 12 months.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Strongly disagree** | **Disagree** | **Somewhat disagree** | **Neither agree nor disagree** | **Somewhat agree** | **Agree** | **Strongly agree** |
| **I am satisfied with the quality of support and solutions I received.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |
| **The Financial Management function serves as a strategic partner, providing decision support and helping me with activities such as planning and resource allocation.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |

**Human Capital Function**

**Definition: The Human Capital function develops and manages innovative human capital business practices to help supervisors/managers and employees deliver results-focused outcomes that support agency missions and strategic goals. The function's objective is to increase employees' competencies, job satisfaction, engagement, and overall performance.**

**​Service areas include: Planning and implementing strategies and processes for recruiting and hiring Training and development Work-life supportEmployee and labor relations Performance and recognition management Workforce and succession planning Time and attendance Benefits management Retirement planning and processing**

**How frequently have you interacted with the *Human Capital* function during the last 12 months?**

**o None**

**o Occasionally**

**o Regularly**

**Please select the answer choice that best reflects your opinion of the *Human Capital* function in the last 12 months.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Strongly disagree** | **Disagree** | **Somewhat disagree** | **Neither agree nor disagree** | **Somewhat agree** | **Agree** | **Strongly agree** |
| **I am satisfied with the quality of support and solutions I received.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |
| **I am satisfied with the quality of systems I used.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |
| **The Human Capital function serves as a strategic partner, providing decision support and helping me with activities such as planning and resource allocation.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |

**Information Technology (IT) Function**

**Definition: The IT function is responsible for implementing strategies that improve the efficiency, reliability, and performance of agency IT systems and business processes in alignment with agency strategic goals.**

**Service area activities, which must adhere to government-wide guidelines, include: Providing IT support and services Communication and collaboration tools Hardware and software maintenance Establishing policies and procedures to govern the use of IT at an agency Ensuring security and integrity of the agency's IT systems, data, and records management**

**How frequently have you interacted with the *IT* function during the last 12 months?**

**o None**

**o Occasionally**

**o Regularly**

**Please select the answer choice that best reflects your opinion of the *IT* function in the last 12 months.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Strongly disagree** | **Disagree** | **Somewhat disagree** | **Neither agree nor disagree** | **Somewhat agree** | **Agree** | **Strongly agree** |
| **I am satisfied with the quality of support and solutions I received.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |
| **The IT function serves as a strategic partner, providing decision support and helping me with activities such as planning and resource allocation.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |
|  |  |  |  |  |  |  |  |

**Questions on Service Areas within Functions**

**You will now be asked about your satisfaction with several service areas within each mission-support function. If you haven’t had any interaction with a service area, the survey allows you to skip questions for that area.**

**Contracting Service Area Questions** **Contracting Service Area #1:** *Pre-Award Activities* **Definition:** Pre-award Activities are the procurement activities that occur prior to contract award, such as the processes for buyers to produce solicitations, sellers to prepare offers, and engagement of vendors. During the Pre-Award phase, agencies identify potential vendors to satisfy customer requirements, develop schedules and milestones for procurement action, and work with their contracting office on special requirements (e.g., evaluation criteria factors) for the procurement. Vendor engagement involves specific actions by the contracting office that generate interactions between federal agencies and vendors that generally lead to better procurement outcomes. Such activities include conducting market research, issuing requests for information, holding industry days, meeting with vendors, and providing briefings after contract award.

How frequently have you engaged with *Pre-Award Activity* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Pre-Award Activity* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Pre-Award Activity services. | o | o | o | o | o | o | o |
| Pre-Award Activity services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Contracting Service Area #2:** *Contract Administration* **Definition:** Contract Administration involves procurement activities that occur after contract award. These activities require the contracting office to work with the program office to ensure that the contractor meets the terms of the contract as well as with vendors to execute any modifications to the contract that may become necessary concerning delivery, production, quality, inspection, and other pertinent matters.

How frequently have you engaged with *Contract Administration* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Contract Administration* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Contract Administration services. | o | o | o | o | o | o | o |
| Contract Administration services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Contracting Service Area #3:** *Purchase Card Management* **Definition:** Purchase Card Managment refers to measures taken by an agency to not only provide and monitor employee purchase cards, but also establish and maintain safeguards and internal controls that prevent and address fraudulent, improper, and abusive issues and uses of purchase cards.

How frequently have you engaged with *Purchase Card Management* during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Purchase Card Management* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Purchase Card Management services. | o | o | o | o | o | o | o |
| Purchase Card Management services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Financial Management Service Area Questions** **Financial Management Service Area #1:** *Budget Formulation* **Definition:** Budget Formulation involves preparing budget estimates, projections, and budget justifications based on guidelines provided by Congress and the Office of Management and Budget (OMB); helping agencies forecast the impact of new programs and changes to existing programs on future financial liabilities; monitoring performance against budgetary goals; tracking apportionments and budgetary authority allocations; and setting agency discretionary fee levels.

How frequently have you interacted with *Budget Formulation* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Budget Formulation* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Budget Formulation services. | o | o | o | o | o | o | o |
| Budget Formulation services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Financial Management Service Area #2:** *Budget Execution* **Definition:** Budget Execution involves developing spending plans and obligating funds; monitoring and managing funding resources and ensuring they are allocated appropriately; monitoring and reporting on spending of obligated funds; developing spending projections and alternative spending patterns and plans; and monitoring revenue attainment against estimates.

How frequently have you interacted with *Budget Execution* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Budget Execution* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Budget Execution services. | o | o | o | o | o | o | o |
| Budget Execution services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Financial Management Service Area #3:** *Financial Management Information and Analysis* **Definition:** Financial Management Information and Analysis involves analyzing financial and budgetary data to support fact-based decision making by program managers; providing reliable cost information for efficiency assessments and identification of cost savings opportunities; and incorporating agency goals, OMB guidance, and Congressional input into financial plans and analyses. Activities include general ledger management, financial reconciliation, financial/performance reporting, and cost management.

How frequently have you interacted with *Financial Management Information and Analysis* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Financial Management Information and Analysis* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Financial Management Information and Analysis services. | o | o | o | o | o | o | o |
| Financial Management Information and Analysis services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Financial Management Service Area #4:** *Bill Payments* **Definition:** Bill Payments are transfers of money at both the intragovernmental and commercial level. This involves all activities included in payable management, payee set-up and maintenance, and obligation management. It also includes payment processing, disbursement, confirmation and issue resolution, and reporting.

How frequently have you interacted with *Bill Payment* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Bill Payment* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Bill Payment services. | o | o | o | o | o | o | o |
| Bill Payment services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Financial Management Service Area #5:** *Bill Collections* **Definition:** Bill Collections involve the activities included in both receivable and reimbursable management. Receivable management concerns public set-up and maintenance, billing invoicing, receipt processing, monitoring and maintenance, and collection reporting. Because receivable management involves public debt, delinquent debt management activities (collection, write-off, close-out, and reporting) also apply to this category. Reimbursable management concerns intragovernmental set-up and maintenance, invoicing, receipt processing, reconciliation, closeout, and reporting.

How frequently have you interacted with *Bill Collection* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Bill Collection* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Bill Collection services. | o | o | o | o | o | o | o |
| Bill Collection services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Financial Management Service Area #6:** *Financial Risk Management* **Definition:** Financial Risk Management involves providing support and solutions for enterprise financial risks, including clear assessment criteria and risk management standards; quantifying the impact of risks (e.g., estimating the cost of potential risks); developing and implementing mitigation strategies; and integrating risk management into existing agency financial management processes.

How frequently have you interacted with *Financial Risk Management* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Financial Risk Management* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Financial Risk Management services. | o | o | o | o | o | o | o |
| Financial Risk Management services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Human Capital Service Area Questions** **Human Capital Service Area #1:** *Recruiting and Hiring* **Definition:** Recruiting and Hiring involves establishing procedures for attracting, recruiting, assessing, and selecting high-quality, productive employees with the right skills and competencies, from all segments of society, in accordance with merit system principles. Activities within this service area include: talent acquisition management, candidate sourcing and recruitment, candidate assessment and selection, background investigation and adjudication, and new hire in-processing and on-boarding.

How frequently have you interacted with *Recruiting and Hiring* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Recruiting and Hiring* services during the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Recruiting and Hiring services. | o | o | o | o | o | o | o |
| Recruiting and Hiring services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Human Capital Service Area #2:** *Training and Development* **Definition:** Training and Development involves working with agency leadership to create and deliver a comprehensive training approach and talent development planning strategy to ensure that agency employees have the right competencies and skills for current and future work assignments. Activities include conducting training needs assessments, designing training programs, administering and delivering training programs, and evaluating the overall effectiveness of the agency’s training approach.

How frequently have you interacted with *Training and Development* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Training and Development* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Training and Development services. | o | o | o | o | o | o | o |
| Training and Development services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Human Capital Service Area #3:** *Work-Life Support* **Definition:** Work-Life Support is intended to create a flexible, supportive environment that engages employees and maximizes organizational performance. This support provides worksite health and wellness, workplace flexibilities, telework, elder and dependent care, and Employee Assistance Programs.

How frequently have you interacted with *Work-Life Support* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Work-Life Support* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Work-Life Support services. | o | o | o | o | o | o | o |
| Work-Life Support services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Human Capital Service Area #4:** *Employee Relations* **Definition:** Management of Employee Relations involves the design, development, and implementation of programs to support mission effectiveness through employee accountability.

How frequently have you interacted with *Employee Relations* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Employee Relations* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality Employee Relations services. | o | o | o | o | o | o | o |
| Employee Relations services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Human Capital Service Function #5:** *Labor Relations* **Definition:** Labor Relations manages the relationship between the agency and the respective management associations and unions.

How frequently have you interacted with *Labor Relations* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Labor Relations* in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Labor Relations services. | o | o | o | o | o | o | o |
| Labor Relations services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Human Capital Service Function #6:** *Performance and Recognition Management* **Definition:** Performance Management is the process by which an agency sets standards and appraisals for its employees that improve organizational effectiveness and help accomplish agency mission and goals. This also includes the Performance Appraisal System Certification for Senior Executive Service (SES), Senior-Level (SL), and Scientific and Professional (ST) employees. Recognition Management involves defining appropriate types of recognition (e.g., cash, non-monetary, honor awards) and analyzing current recognition and reward programs and practices to ensure that they are aligned to organizational, business, and people strategies.

How frequently have you interacted with *Performance and Recognition Management* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Performance and Recognition Management* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Performance and Recognition Management services. | o | o | o | o | o | o | o |
| Performance and Recognition Management services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Human Capital Service Function #7:** *Workforce and Succession Planning* **Definition:** Workforce and Succession Planning is the process of identifying and addressing the gaps between the workforce of today and the human capital needs of tomorrow to strengthen current and future leadership capacity. Specific outputs of this process will inform the formulation of a budget justification, personnel investigation and vetting forecasting, and the design/implementation and monitoring of agencies’ human capital strategies to enable the organization to be agile, resilient, and able to respond to current and future impacts.

How frequently have you interacted with *Workforce and Succession Planning* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Workforce and Succession Planning* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Workforce and Succession Planning services. | o | o | o | o | o | o | o |
| Workforce and Succession Planning services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Human Capital Service Function #8:** *Time and Attendance Management* **Definition:** Management of Time and Attendance systems involves the design, development, and implementation of leave and work schedule policies and programs that attract, retain, and meet the work-life needs of employees in accordance with law and regulations. Time and Attendance systems must develop and implement policies in support of agency missions and goals as well as accurate and timely benefits for employees.

How frequently have you interacted with *Time and Attendance Management* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Time and Attendance Management* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Time and Attendance Management services. | o | o | o | o | o | o | o |
| Time and Attendance Management services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Human Capital Service Function #9:** *Benefits Management* **Definition:** Benefits Management is a collaborative process of establishing and maintaining a quality and competitive portfolio of insurance and tax-saving benefits for federal employees, retirees, and their families. The portfolio of benefits includes health insurance, life insurance, dental and vision insurance, long-term care insurance, and flexible spending accounts. Management includes administering and negotiating various contracts and oversight of day-to-day program activities, contract performance, customer service, and conducting Open Season. Program quality, competition, and innovation are maintained and improved through a continuous review and development of effective strategies, goals, and policies.

How frequently have you interacted with *Benefits Management* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Benefits Management* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Benefits Management services. | o | o | o | o | o | o | o |
| Benefits Management services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**Human Capital Service Function #10:** *Retirement Planning and Processing* **Definition:** Retirement Planning and Processing includes retirement counseling between the HR department and the prospective retiree and retirement application processing (which includes input from the prospective retiree, HR, and payroll).

How frequently have you interacted with *Retirement Planning and Processing* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Retirement Planning and Processing* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of Retirement Planning and Processing services. | o | o | o | o | o | o | o |
| Retirement Planning and Processing services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**IT Service Area #1: *IT Support* Definition: IT Support diagnoses and responds to end-user device and software support needs over the phone, in-person, or online. This includes resolving issues with accessing or using the features and functionality of your organization’s IT hardware, software, and applications. Services also include IT Help Desk (managing and resolving tickets); support for employee on-boarding, departure, and re-assignments; and responsiveness to feedback, deskside support, and equipment repair.**

**How frequently have you interacted with *IT Support* services during the last 12 months?**

**o None**

**o Occasionally**

**o Regularly**

**Please select the answer choice that best reflects your opinion of *IT Support* services in the last 12 months.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Strongly disagree** | **Disagree** | **Somewhat disagree** | **Neither agree nor disagree** | **Somewhat agree** | **Agree** | **Strongly agree** |
| **I am satisfied with the quality of IT Support services.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |
| **IT Support services are important for helping me accomplish my job responsibilities and objectives.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |

**IT Service Area #2: *IT Communications and Collaboration***

**Definition: IT Communications and Collaboration provides users the ability to access, store, edit, deliver, and receive information. This includes email, calendars, video conferencing, instant messaging, desktop sharing, online communities, secure file transfers, knowledge management, and productivity/office suite.**

**How frequently have you interacted with *IT Communications and Collaboration* services during the last 12 months?**

**o None**

**o Occasionally**

**o Regularly**

**Please select the answer choice that best reflects your opinion of *IT Communications and Collaboration* services in the last 12 months.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Strongly disagree** | **Disagree** | **Somewhat disagree** | **Neither agree nor disagree** | **Somewhat agree** | **Agree** | **Strongly agree** |
| **I am satisfied with the quality of IT Communications and Collaboration services.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |
| **IT Communications and Collaboration services are important for helping me accomplish my job responsibilities and objectives.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |

**IT Service Area #3: *IT Equipment***

**Definition: IT Equipment includes hardware and operating systems, such as desktops, laptops, mobile phones, printers, scanners, and network printers.**

**How frequently have you interacted with *IT Equipment* services during the last 12 months?**

**o None**

**o Occasionally**

**o Regularly**

**Please select the answer choice that best reflects your opinion of *IT Equipment* services in the last 12 months.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Strongly disagree** | **Disagree** | **Somewhat disagree** | **Neither agree nor disagree** | **Somewhat agree** | **Agree** | **Strongly agree** |
| **I am satisfied with the quality of IT Equipment services.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |
| **IT Equipment services are important for helping me accomplish my job responsibilities and objectives.** | **o** | **o** | **o** | **o** | **o** | **o** | **o** |

**IT Service Area #4:** *Development, Modernization, and Enhancement (DM&E)* **Definition:** Development, Modernization, and Enhancement (DM&E) involves projects and activities that lead to new IT capabilities, as well as projects and activities that change or modify existing IT solutions to substantially improve capability or performance, implement legislative or regulatory requirements, or meet an agency leadership request. This service area includes the continuous enhancement of applications, data services, and network.

How frequently have you interacted with *DM&E* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion of *Development, Modernization, and Enhancement (DM&E)* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of IT DM&E services. | o | o | o | o | o | o | o |
| DM&E is important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

**IT Service Area #5:** *Operations and Maintenance (O&M)* **Definition:** Operations and Maintenance (O&M) involves operating and maintaining IT services at an appropriate and predictable level of performance that meets the needs of users within the agency. This involves communications related to ongoing maintenance, updates, and outages. This also includes projects and activities needed to sustain IT services such as compute resources, connectivity, network, storage, application services, data services, and operations.

How frequently have you interacted with *O&M* services during the last 12 months?

o None

o Occasionally

o Regularly

Please select the answer choice that best reflects your opinion with *IT Operations and Maintenance (O&M)* services in the last 12 months.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| I am satisfied with the quality of O&M services. | o | o | o | o | o | o | o |
| O&M services are important for helping me accomplish my job responsibilities and objectives. | o | o | o | o | o | o | o |

Start of Block: Pandemic Work Environment

Q183 **Pandemic Work Environment**

Q144 We recognize that the Coronavirus Pandemic (COVID-19 pandemic) has had a substantial impact on Federal employees in many ways. This section asks a few questions on your ability to accomplish your work during the pandemic and how this experience affects your work preferences going forward.  
  
  
Please answer questions in this section thinking of your experiences during the COVID-19 pandemic (for much of the Federal Government, pandemic responses began in March 2020).

|  |  |
| --- | --- |
| Page Break |  |

Q185 Please select the response to reflect the average amount of time you spent at your agency worksite both **before** and **during** the COVID-19 pandemic.   
    
**Note**: Agency worksite is defined as the regular worksite for your position of record; the physical address or place where you would work if not teleworking.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | 100% of my work time (1) | At least 75% but less than 100% (2) | At least 50% but less than 75% (3) | At least 25% but less than 50% (4) | Less than 25% (5) | None (6) |
| **Before** the COVID-19 pandemic, what average time did you spend at your agency worksite? (1) |  |  |  |  |  |  |
| **During** the COVID-19 pandemic, what average time did you spend at your agency worksite? (2) |  |  |  |  |  |  |

Q162 **After** the COVID-19 pandemic ends and it is considered safe to return to a pre-pandemic work environment, what average time would you **prefer** to spend at your agency worksite?   
    
**Note**: Agency worksite is defined as the regular worksite for your position of record; the physical address or place where you would work if not teleworking.

* 100% of my work time (1)
* At least 75% but less than 100% (2)
* At least 50% but less than 75% (4)
* At least 25% but less than 50% (5)
* Less than 25% (7)
* None (8)

Q163 Has the pandemic experience changed your telework preferences?

* Yes, because of my experience during the COVID-19 pandemic, I now prefer to telework **more** than I previously did. (1)
* Yes, because of my experience during the COVID-19 pandemic, I now prefer to telework **less** than I previously did. (2)
* No, my telework preferences have **not changed** because of my experience during the COVID-19 pandemic. (3)

Q164 I am able to effectively accomplish my work during the COVID-19 pandemic.

* Strongly Disagree (1)
* Disagree (4)
* Somewhat Disagree (5)
* Neither Agree or Disagree (6)
* Somewhat Agree (7)
* Agree (8)
* Strongly Agree (9)

Q157 My agency is able to effectively fulfill it's mission during the COVID-19 pandemic.

* Strongly Disagree (1)
* Disagree (4)
* Somewhat Disagree (5)
* Neither Agree or Disagree (6)
* Somewhat Agree (7)
* Agree (8)
* Strongly Agree (9)

**Enabling Mission Performance**  
    
When answering the following questions, please think about your overall experience over the past year with each of the four mission-support functions (contracting, financial management, human capital, information technology) at your agency.

|  |  |
| --- | --- |
| Page Break |  |

Q140 **Enabling Mission Performance - Contracting Function**  
  
Definition: The Contracting function develops and implements plans for procurement of supplies and services. Contracting begins at the point when agency needs are established and includes the description of requirements to satisfy agency needs, solicitation and selection of sources (pre-award activities), award of contracts, contract financing, contract performance, contract administration, and technical and management functions directly related to the process of fulfilling agency needs by contract. For this survey, the Contracting function also includes purchase card management activities.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree (1) | Disagree (9) | Somewhat Disagree (10) | Neither Agree nor Disagree (11) | Somewhat Agree (12) | Agree (13) | Strongly Agree (14) | N/A (I had no interaction with this function recently) (15) |
| The **Contracting Function's** services I received made it easier for me to do my job and accomplish the mission. (1) |  |  |  |  |  |  |  |  |
| The **Contracting Function's** processes support me in accomplishing the mission rather than emphasize compliance. (5) |  |  |  |  |  |  |  |  |

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| --- | --- |
| Page Break |  |

Q141 Enabling Mission Performance - **Financial Management Function**   
    
 Definition: The Financial Management function is responsible for providing operational and maintenance services related to agency strategic planning, policies, procedures, controls, federal cash management, and risk management.   
 Service area activities, which must comply with federal financial management regulations and statutes, include: Managing the agency-wide budget Financial accounting and reporting Intragovernmental and commercial bill payments and collections Audit support Risk and internal controls Performance management Asset management

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree (1) | Disagree (9) | Somewhat Disagree (10) | Neither Agree nor Disagree (11) | Somewhat Agree (12) | Agree (13) | Strongly Agree (14) | NA (I had no interaction with this function recently) (15) |
| The **Financial Management Function's** services I received made it easier for me to do my job and accomplish the mission. (1) |  |  |  |  |  |  |  |  |
| The **Financial Management Function's** processes support me in accomplishing the mission rather than emphasize compliance. (5) |  |  |  |  |  |  |  |  |

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| --- | --- |
| Page Break |  |

Q142 Enabling Mission Performance - **Human Capital Function**   
    
 Definition: The Human Capital function develops and manages innovative human capital business practices to help supervisors/managers and employees deliver results-focused outcomes that support agency missions and strategic goals. The function's objective is to increase employees' competencies, job satisfaction, engagement, and overall performance.   
   ​Service areas include:  Planning and implementing strategies and processes for recruiting and hiring Training and development Work-life support Employee and labor relations Performance and recognition management Workforce and succession planning Time and attendance Benefits management Retirement planning and processing

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree (1) | Disagree (9) | Somewhat Disagree (10) | Neither Agree nor Disagree (11) | Somewhat Agree (12) | Agree (13) | Strongly Agree (14) | NA (I had no interaction with this function recently) (15) |
| The **Human Capital Function's** services I received made it easier for me to do my job and accomplish the mission. (1) |  |  |  |  |  |  |  |  |
| The **Human Capital Function's** processes support me in accomplishing the mission rather than emphasize compliance. (5) |  |  |  |  |  |  |  |  |

|  |  |
| --- | --- |
| Page Break |  |

Q143 Enabling Mission Performance - **Information Technology Function**   
    
 **Definition:** The IT function is responsible for implementing strategies that improve the efficiency, reliability, and performance of agency IT systems and business processes in alignment with agency strategic goals.  
   
 Service area activities, which must adhere to government-wide guidelines, include: Providing IT support and services Communication and collaboration tools Hardware and software maintenance Establishing policies and procedures to govern the use of IT at an agency Ensuring security and integrity of the agency's IT systems, data, and records management

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree (1) | Disagree (9) | Somewhat Disagree (10) | Neither Agree nor Disagree (11) | Somewhat Agree (12) | Agree (13) | Strongly Agree (14) | NA (I had no interaction with this function recently) (15) |
| The **Information Technology Function's** services I received made it easier for me to do my job and accomplish the mission. (1) |  |  |  |  |  |  |  |  |
| The **Information Technology Function's** processes support me in accomplishing the mission rather than emphasize compliance. (5) |  |  |  |  |  |  |  |  |

|  |  |
| --- | --- |
| Page Break |  |

Q158 In what areas did you face significant barriers when trying to do your job and accomplish your work unit's/agency's mission? (Select all that apply)

* **Recruiting and hiring processes** that succeeded in attracting, identifying, and selecting highly qualified employees with the right skills and competencies and that reflect the diversity of America. (1)
* **Workforce and succession planning** that will help our agency meet our evolving needs. (2)
* **Development of new IT capabilities** that help to meet our evolving requirements, in the context of our agency mission and my specific role. (3)
* **Development of new IT capabilities** that supported workforce resilience, in the context of the COVID-19 public health emergency and increased telework at our agency. (11)
* **Maintenance of IT services** to an acceptable and predictable level of performance. (4)
* Management of **pre-award activities** such as solicitations from buyers, offers from sellers, and the engagement of vendors. (5)
* Management of **post-award activities** to ensure that the contractor meets the terms of the contract and executes any modifications. (6)
* Employee **appraisal and recognition programs** that improve individual and agency performance. (7)
* Employee **training and development** programs that ensure competencies needed for current and future work assignments. (8)
* Employee **training and development** programs that support staff retention, employee satisfaction, and an inclusive workplace culture. (12)
* Other, please specify: (9) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* ⊗I did not face any barriers. (10)

|  |  |
| --- | --- |
| Page Break |  |

Carry Forward Selected Choices - Entered Text from "In what areas did you face significant barriers when trying to do your job and accomplish your work unit's/agency's mission? (Select all that apply)"

|  |  |
| --- | --- |
|  |  |

Q161 Please assign a weight (on a scale from 1-100) to the barriers you selected in the prior question to indicate the relative importance of eliminating barriers within these support areas. The weights you provide should add up to no more than 100.

**Recruiting and hiring processes** that succeeded in attracting, identifying, and selecting highly qualified employees with the right skills and competencies and that reflect the diversity of America. : \_\_\_\_\_\_\_ (1)

**Workforce and succession planning** that will help our agency meet our evolving needs. : \_\_\_\_\_\_\_ (2)

**Development of new IT capabilities** that help to meet our evolving requirements, in the context of our agency mission and my specific role. : \_\_\_\_\_\_\_ (3)

**Development of new IT capabilities** that supported workforce resilience, in the context of the COVID-19 public health emergency and increased telework at our agency. : \_\_\_\_\_\_\_ (4)

**Maintenance of IT services** to an acceptable and predictable level of performance. : \_\_\_\_\_\_\_ (5)

Management of **pre-award activities** such as solicitations from buyers, offers from sellers, and the engagement of vendors. : \_\_\_\_\_\_\_ (6)

Management of **post-award activities** to ensure that the contractor meets the terms of the contract and executes any modifications. : \_\_\_\_\_\_\_ (7)

Employee **appraisal and recognition programs** that improve individual and agency performance. : \_\_\_\_\_\_\_ (8)

Employee **training and development** programs that ensure competencies needed for current and future work assignments. : \_\_\_\_\_\_\_ (9)

Employee **training and development** programs that support staff retention, employee satisfaction, and an inclusive workplace culture. : \_\_\_\_\_\_\_ (10)

Other, please specify: : \_\_\_\_\_\_\_ (11)

⊗I did not face any barriers. : \_\_\_\_\_\_\_ (12)

Total : \_\_\_\_\_\_\_\_

**SSC Process Questions**

**Definition:** The Security, Suitability and Credentialing (SSC) process in your agency is responsible for vetting civilian, military, and contractor employees to enable clearance, hiring, and credentialing decisions. The SSC function involves the end-to-end process beginning with determining whether an individual needs vetting, completing the appropriate questionnaire, initiating a background investigation, making a final decision, and ensuring that individuals continue to meet eligibility standards.

How frequently have you interacted with the *Security, Suitability, and Credentialing Process* during the last 12 months?

* None
* Occasionally
* Regularly

Please select the answer choice that best reflects your opinion.

|  |  |  | Strongly disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| I'm satisfied that the vetting process used to determine whether individuals are suitable for government service produces government employees who can be trusted. |  |  |  |  |  |  |  |  |  |
| I'm confident that suitability, security clearance, and credentialing processes effectively protect against potential insider threats and workplace violence. |  |  |  |  |  |  |  |  |  |
| I trust that the data systems used to vet personnel successfully protect sensitive personal information. |  |  |  |  |  |  |  |  |  |
| I understand my duty to report behaviors and incidents, that may be relevant to national security or the security of my workplace, and I know who to report them to within my agency. |  |  |  |  |  |  |  |  |  |

**Demographics 2 (Supervisory)**

**Select your Occupational Category**

**o Program/Mission Delivery**

**o Mission-Support Function: Acquisition**

**o Mission-Support Function: Financial Management**

**o Mission-Support Function: Human Capital**

**o Mission-Support Function: Information Technology**

**o Mission-Support Function: Real Property**

**o Mission-Support Function: Other**

**Where do you work?**

**o Headquarters**

**o Other**

**Q155 Please enter your Agency Worksite Zip Code**   
    
**Note**: Agency worksite is defined as the regular worksite for your position of record; the physical address or place where you would work if not teleworking.

**How many years have you worked for the Federal Government?**

**▼ <1 ... 60+**

**How many years have you worked for your current Agency?**

**▼ <1 ... 60+**

**On average, how many days per month do you telework?**

**▼ 0 ... 31**

**What is the highest degree or level of education you have completed?**

**o Less than High School**

**o High School Diploma, GED, or Equivalent**

**o Trade/Technical Certificate**

**o Some College (no degree)**

**o Associate's Degree**

**o Bachelor's Degree**

**o Master's Degree**

**o Doctoral/Professional Degree**

**Please select your age.**

**▼ 16 ... 100**

**Are you considering leaving your organization within the next year?**

**o No**

**o Yes - to retire**

**o Yes - to take another job**

**o Yes - for personal reasons (shorter commute, family responsibilities, health, further education, spouse relocation etc.)**

**You have reached the end of the survey. Please click "Submit" to record your response**

**END OF SUPERVISORY SURVEY**